



City of Bristol

RESPICE, ADSPICE, PROSPICE

Look to the Past, Look to the Present, Look to the Future

Diversity Council

AGENDA

January 7, 2019 at 6:30 PM

Executive Room-First Floor, City Hall

1. Call to Order
2. Welcome by the Mayor
3. Election of Chairperson
4. Election of Vice Chairperson and Secretary
5. Establish meeting schedule
6. Open discussion of background materials and priorities for the council
7. Adjournment

To: Diversity Council Members

From: Calvin Brown

Subject: Cover memo

CC: Mayor, Cathy Savino

Background

According to Data USA, Bristol has a population of just over 60,000 people that is 78% white, 13.5% Hispanic, and 3% Black. Bristol's Hispanic population is one of its fastest growing communities in an otherwise declining population overall. That is why it is so critically important for the composition and efforts of Bristol's government to reflect the diversity of our city. In a world market that is becoming more diverse with each passing day, it is in Bristol's better economic interests to engage the voices and expertise of a diverse subset of its citizens. Doing so will ensure that we are equitably distributing opportunity and providing the best quality of life for all who live here. The establishment of this Diversity Council is a beginning step in realizing that vision for our community.

Objectives of the Council

The first meeting of the Diversity Council will involve electing a chairperson, vice chairperson, and secretary. Subsequently, the Council will establish a meeting schedule for the year. Members should think about which days of the week and what times of day work best for their schedule, and come to the meeting prepared to discuss and compromise with their colleagues. The Council may establish special meetings as needed.

Next, the Council should begin discussing its scope of work and broad ideas of goals to be reached. This will be a preliminary discussion that may continue and evolve over time, but beginning the discussion at a first meeting is a good way to start building some structure for the Council's work.

Here is a list of the primary duties of the Diversity Council. Members should use the following items as the foundation for their discussions:

- Make recommendations to the City Council that enhance the city's ability to communicate with and deliver quality services to minority residents and business owners within the city. (Adapted from Leesburg, VA.)
- Work with the director of the Bristol Development Authority and other city staff on regular outreach efforts to the minority business community in order to increase awareness of city services and enhance understanding of potential opportunities to do business with the city, and the potential resources available to minority owned businesses at the local, state, and federal level. (Adapted from Leesburg, VA.)
- Promote outreach efforts within the community – especially within the public school system – that inspire mutual respect and understanding for different cultures. (Adapted from Illinois.)
- Give regular reports and recommendations to the City Council on efforts designed to promote understanding and the equitable distribution of opportunity across all races, ethnicities, and people of different backgrounds within the city.

Preparation

Diversity Council members should review the materials attached to this memo prior to the first meeting and come to the meeting prepared to discuss.

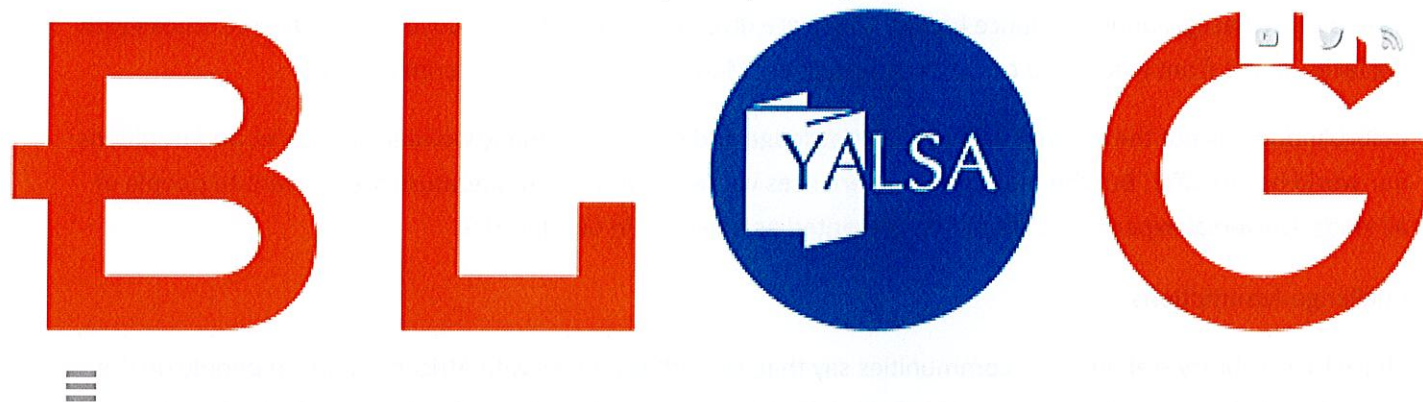
List of Attachments

- EXHIBIT A - Promoting Diversity in Homogeneous Communities
- EXHIBIT B - Diversity Commission, Leesburg VA
- EXHIBIT C - Illinois Diversity Council
- EXHIBIT D - "Diversity" section of Rockville, MD Official Website
- EXHIBIT E - Beaverton, OR Diversity, Equity, and Inclusion Plan (Excerpted)
- EXHIBIT F - Meeting Calendar

DIVERSITY COUNCIL

Commission created by Mayor Zoppo-Sassu at October 9, 2018 City Council meeting.
No terms.

<u>Members</u>	<u>Appointment</u>
Dem. Mohammad Aziz 171 Burlington Avenue 1 st Floor 860-584-2300 maaziz012001@yahoo.com	10/9/18
Dem. Jeffrey Israel 43 Pinnacle Road 860 589-5207 jeffisrael@att.net	10/9/18
Dem. Mahrang Danish 1175 Farmington Ave., Unit 3-212 860-261-5391 frazeedidi@gmail.com	10/9/18
Dem. Rochelle Denise Miller 226 Garden Street 860-589-6864 dendud71@sbcglobal.net	10/9/18
Una. Sandra Bogdanski 235 Fern Hill Road 860-583-4009 sandybogs@gmail.com	10/9/18
Rep. Jeffrey Beauchamp 93 Indian Trail 860-205-2475 jbeauchamp@snet.net	10/9/18
Rep. Georgieanna Roy 54 Chatham Lane 860-582-9710 georgieannaroy2@gmail.com	10/9/18
Rep. William T. Stortz 31 Oxbow Drive 860-589-4476 wtstortz@comcast.net	10/9/18
Rep. Leah Burnett 895 Matthews Street, Unit 31 860-630-0204 leahtreca@gmail.com	10/9/18



PROMOTING DIVERSITY IN HOMOGENEOUS COMMUNITIES

BY KYLIE PETERS DECEMBER 17, 2016

CULTURAL COMPETENCY AND RESPONSIVENESS, EQUITY OF ACCESS

Last month at the YALSA Symposium in Pittsburgh, I caught myself in a disturbing thought. The conference featured discussion and idea sharing about all kinds of diversity, especially racial diversity. There was advice about building inclusive collections, providing vital services to underserved populations, and making the library a safe space for people of all races to express themselves and feel valued. On the last day of the Symposium, sitting in one of many sessions that touched on this topic, I thought, "This is so great. I wish I worked in a community where I could do this stuff."

[Tweet](#)

It didn't take me long to realize that this thought was very, very wrong.

I work in an upper-middle class, mostly white, mostly Christian suburban community. Being near a large city, we have access to a lot of diversity around us, but our community itself is commonly referred to as a "bubble."

Libraries are here to pop those bubbles.

Since the Symposium, I've been brainstorming ways to promote diversity in my mostly homogenous community. The sessions there had so much excellent advice about serving minorities, but there wasn't much talk about how to serve the majority in the interest of promoting diversity, inclusiveness, and acceptance. The way we serve white people is just as important in promoting racial justice. This country, and this world, belong to all of us. White people need to take responsibility for their mistakes and do the work necessary to be better if we are to see a more inclusive future.

I am still thinking hard about ways to help white members of my community hear and understand the ideas and experiences of people of other races. Some are things I can do immediately (or have been doing, but am doing more conscientiously now that I'm thinking about the issue). Others will take more time and work to implement.

Remove Other-ness

Having a Black History Month or Cinco de Mayo display is great, but it's not enough. When diverse literature is reserved for special occasions or spotlight moments, we promote the idea that non-white is a peculiarity. Every single display that is not spotlighting a particular minority race or culture should have books featuring characters

from diverse backgrounds. Romance books? Those are diverse. Books with blue covers? Also diverse. Books with big faces on the front where you can stick moustaches? Moustaches know no discrimination.

Colorblindness is not the answer; we must acknowledge and respect the many wonderful cultures and traditions our world has to offer. But the majority of experiences we read about in our literature are relevant to people of all kinds. Universal experiences should be presented as universal in our libraries.

Challenge Assumptions

I have heard library staff in some communities say that, regretfully, books with African-American people on the cover do not circulate well. What are we going to do about this? Purchasing less books with African-American protagonists may seem like an easy way to boost circulation numbers, but at what cost? If we do this, we are perpetuating the problem. Introducing readers to amazing books they might not otherwise pick up is our job, and we are good at it. Put your booktalking, marketing, and salesperson skills to good use. Buy those diverse books, then tell your patrons why they should read them. On the whole, young people are adaptable and accepting by nature. Some may need a little nudge to try something different from their norm, though. If you make diverse books a priority, you will not have trouble finding readers to love them.

Talk About What's Going on Outside the Bubble

If you spend much time around teens, you probably end up in conversations that involve racial justice and diversity. Whether you should express your personal opinions on issues that could be seen as political is a topic of debate. We should all agree, however, that our job is to help teens gather information, expand their worldviews, and think critically. Teens in your community might be far removed from issues such as Black Lives Matter and undocumented immigration. As such, their knowledge of these topics may be one-sided. As library staff, we should be informed about these issues. We should be able to present facts and arguments from minority communities to patrons who may not hear these viewpoints elsewhere. At the same time, we must foster in teens the empathy and critical thinking skills they need to understand how the world looks to people whose experiences differ from theirs.

Celebrate the Diversity You See

Few communities are entirely homogenous, so chances are you have at least some teens of minority backgrounds. When they talk about their experiences as a member of a minority community, make sure to truly listen. Ask questions and express your admiration for different traditions. This will help you learn, but more importantly, it will show the patrons that their experience is valuable and something to be proud of. (Just make sure you are not the one bringing up a patron's race or ethnicity, because they may feel singled out. If they bring it up, actively listen and let them lead the conversation.)

Next Steps

The things I have mentioned so far are great steps, but personally, I feel I need to do more, and I am trying to figure out how. Izabel Gronski, Teen Librarian at Oak Lawn public Library in Illinois, spoke at the YALSA Symposium about her Intercultural Meetup program, in which the library had local students from an international exchange program share their experiences with the library district's residents. This could be a valuable program in communities such as my own. I have also considered hosting speakers or storytellers from

minority communities in nearby towns to share their experiences with us, or perhaps teach us some lessons in cultural competence.

Hosting such events may require a certain amount of courage. How do we deal with the concept of neutrality, and with those who may argue that we are pushing a political agenda? What if our administrations think we are angering the taxpayers and tell us to stop? What if there is low attendance because there's not enough buy-in from the community? How do we make sure we are being respectful to all viewpoints when discussing hot-button issues?

There are no easy answers to these questions, and each community will have to go about it differently. Have you hosted a racial justice event in a mostly-white community? Do you have ideas for ways to promote diversity in homogeneous communities? Please share in the comments!

Share this:



Related Posts:

1. [Diversity, Literature, & Teens — Programs Announced](#)
2. [Update from the Diversity Taskforce](#)
3. [YA Lit Symposium – Doomed to Repeat It: Diversity in Historical Fiction](#)
4. [Promoting Tolerance, Equity, Diversity & Inclusion](#)



About Kylie Peters

Kylie Peters is the Middle School Librarian at Geneva Public Library in Illinois. She is passionate about building relationships and community, social justice, comics, middle school literature, gaming, technology, and reader's advisory. She writes about middle school literature at <http://www.flashlightchronicles.com>.

[View all posts by Kylie Peters →](#)

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« [Libraries and the FBI Guidelines for Preventing Extremism in Schools](#)

[30 Days of Social Justice: Why the #OwnVoices Movement Is Crucial for Young Readers](#) »

Diversity Commission

About the Diversity Commission

The mission of the Diversity Commission is to help foster diversity and inclusion within the community at large. The Commission's powers and duties are:

- To make recommendations to the Town Council that potentially enhance the Town of Leesburg government's ability to communicate with and to deliver services more effectively to minority residents and business owners within the Town.
- To work with the Leesburg Economic Development Commission and town staff on a regular outreach effort to the minority business community in order to increase awareness of town services and to understand potential opportunities to do business with the Town.
- To make recommendations to the Town Council that provide the Town of Leesburg with the opportunity to enhance and celebrate the Town's diverse community.

Commission Members

	Term Ends
<u>Enrique Gonzalez</u> , Chair	2020
<u>Pamela Butler</u>	2020
<u>Linda McCray</u>	2018
<u>Oliver Peters, Jr.</u> , Vice Chair	2020
<u>Jean-Joseph Poisson</u>	2018
<u>Mary Randolph</u>	2018
<u>Michelle Vocke</u>	2018
<u>Vanessa Maddox</u> , Council Liaison	TERM
<u>Marty Martinez</u> , Council Liaison	TERM

Group Email: LeesburgDiversity@leesburgva.gov

Staff Liaison: [Betsy Arnett](#), Public Information Officer, accepts correspondence on behalf of the Diversity Commission.

Meeting Documents

-  [January 2018 Diversity Commission meeting packet](#)
-  [February 2018 Diversity Commission meeting packet](#)
-  [March 2018 Diversity Commission meeting packet](#)
-  [April 2018 Diversity Commission meeting packet](#)
-  [May 2018 Diversity Commission meeting packet](#)
-  [June 2018 Diversity Commission meeting packet](#)
-  [July 2018 Diversity Commission meeting packet](#)
-  [September 2018 Diversity Commission meeting packet](#)

 [October 2018 Diversity Commission meeting packet](#)

 [November 2018 Diversity Commission meeting packet](#)

 [December 2018 Diversity Commission meeting packet](#)

Approved Diversity Commission meeting minutes and other Commission documents are available for download [here](#).

Commission Meetings

The Diversity Commission meets at 7:00pm on the 1st Tuesday of each month in the lower level of Town Hall.

Annual MLK "I Have a Dream" March & Celebration

01/21/2019 10:00 AM - 1:30 PM



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Mission/Vision

Our History

Organized in 2012, the Illinois Diversity Council (ILDC) is committed to fostering a learning environment for organizations to grow and leverage their knowledge of diversity. The ILDC is a great opportunity for professionals, students and organizations to learn diversity best practices from the top corporate leaders.

Our Mission

Enhance appreciation for and understanding of the value of diversity and inclusion. We will achieve success through the efforts and activities which:

- Advance corporate leadership education/awareness of the varied dimensions of diversity
- Commit leaders to discuss issues and challenge attitudes, and promote organizational changes that support diversity
- Promote outreach efforts to our youth that inspire mutual respect and understanding

Our Vision

We are committed to transforming our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.

Our Goals

- Promote diversity and inclusion in the workplace and community
- Develop leaders who are educated and aware of all aspects of diversity and inclusion
- Develop programs that support diversity education and awareness

Our Programs

- Networking and mentoring opportunities with corporate leaders and peers
- Community outreach for local high school teens and college students
- Educational and development programs sharing best practices in diversity for businesses and professionals
- Awards and recognition programs to promote diversity initiatives

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DiversityFIRST™ Jobs



Job Title — e.g., accountant, sales

☒ All keywords ☐ Any keyword

Search

DIVERSITY

Rockville prides itself on its hometown appeal as a city of diverse neighborhoods. As one of the most diverse cities in the United States, the Mayor and Council have identified increasing the city's proactive outreach to diverse populations as one of their priority initiatives. To that end, the Mayor and Council regularly engage community members in exploring ways to continue building a community that thrives on inclusion.

In February 2017, the Mayor and Council invited residents to the first town hall meeting to open the dialogue on how to make the community a more inclusive place to live and work. Our initial meeting welcomed over 150 residents and we hope to continue and grow participation throughout Rockville.

Based on our discussion, together we decided on four priorities for the city:

1. **Boost Diversity. Build a more inclusive and diverse community.**
2. **Keep Talking. Encourage discussion in the community about diversity.**
3. **Build Awareness. Make it easier for people to discover Rockville's services, resources and events.**
4. **Listen to All. Include younger voices in the conversation**

We will continue to host town hall meetings to monitor and expand our ongoing efforts and invite all community members to join the conversation.

Interested in hearing more about the February town hall meeting? [Watch the full town hall meeting](#) to stay up-to-date on the full discussion.

Join our Diversity Newsletter

Sign up to receive updates on more upcoming events and initiatives the city is taking to make Rockville a more diverse place to live.

[SIGN UP](#)

OUR PROGRESS

Fostering Community Trust

Mayor and Council enacts new ordinance

To protect human rights in Rockville, the Mayor and Council voted to enact an ordinance that restricts city employees and police from requesting citizenship or immigration status of any person unless required by law.

[Learn more](#)

Rockville Pride

Celebrating our LGBTQ Community

On June 24, the city hosted a lively event full of performers, poetry and interactive exercises designed to inspire, empower and strengthen our LGBTQ community.

[Learn more](#)

World's Flags

Colorful display of International UN Flags

One-hundred and ninety three flags from United Nation countries can be found throughout Rockville's Town Center.

[Learn more](#)

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ACCESSIBILITY

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Mayor's Message

I'm proud to live in one of the most diverse cities in Oregon. The richness of the cultural diversity that has come to characterize our city is part of what makes us such a vibrant community.

We recognize that to be the Best of Oregon, we must understand how our community is evolving and how we can best meet the needs of those who live here. We need to promote and harness the capacity of all members of our community if we want to stay economically competitive and socially and politically relevant in the world today.

What you'll see on the following pages is a reflection of several years of conversations and groundwork laid for cultural inclusion. In 2009 we hosted the first city-sponsored multicultural community forums, bringing together over eighty community leaders from communities of color, immigrant and refugee, and ally communities to talk about priorities and the future of Beaverton. From that process, an ad-hoc Mayor's Diversity Task Force began to work together to help us strategize how to address issues of cultural inclusion. One of their key recommendations was to create a community advisory board on par with other boards and commissions to help lead this work—today known as the City of Beaverton's Diversity Advisory Board.

Kudos to members of the Diversity Advisory Board, who in their first year of hard work have developed this wonderfully comprehensive, yet realistic document. It provides a clear outline of priorities and direction for how we can help all members of our community thrive. Their vision (and that of all who helped shape it through their input) speaks volumes to the importance and momentum of this work today.

This plan will require all of us to come together as a community to bring these goals to fruition. We all have a role to play and our collective future depends on its success. Please join us in committing to make equity and inclusion a reality for all in Beaverton.



DENNY DOYLE, MAYOR

Denny Doyle

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Beaverton's Diversity, Equity, and Inclusion Plan: A Vision for the Community

Diversity, equity, and inclusion matter because we have a shared fate as individuals within the Beaverton community. We share prosperity when everyone living in Beaverton achieves their full potential. Research shows that inequality hinders economic growth while inclusion promotes economic growth.

Working towards equity and inclusion will benefit us all by supporting a healthier, more competitive, more diverse workforce and business sector. This stronger workforce will have increased purchasing power to support local businesses and generate a higher tax base to support necessary government services. A more diverse local business community will attract customers from around the region and stimulate the local economy.

Supporting diversity, equity, and inclusion makes not only economic sense – it is also the ethical choice. The City of Beaverton and community partners can fulfill their mission by working to transform our institutions around these concepts to ensure fairness and opportunity for all. Feedback collected during the development of the Beaverton Community Vision produced a goal of building a friendly and welcoming community. This shows that the people of Beaverton value a community that is inclusive.

This document is a directional plan, identifying where we should start and what we should focus on first. There are likely many issues not yet articulated here that can be addressed later as they are identified. The plan is a living document; it is meant to be revisited and revised periodically. This plan will give the City of Beaverton and its community partners a place to start strategizing its diversity, equity, and inclusion work.

Sincerely,

Beaverton's Diversity Advisory Board 2014

Nael Saker, Chair
Jane Yang, Vice Chair
Samira Godil, Secretary
Paolo Esteban
Faridah Haron
Ali Houdroge
Edward Kimmi

Esther Lugalia-Imbuye
Cynthia Moffett
Shariff Mohamed
Ruth Parra
CeCe Ridder
Mari Watanabe

Implementation & Accountability

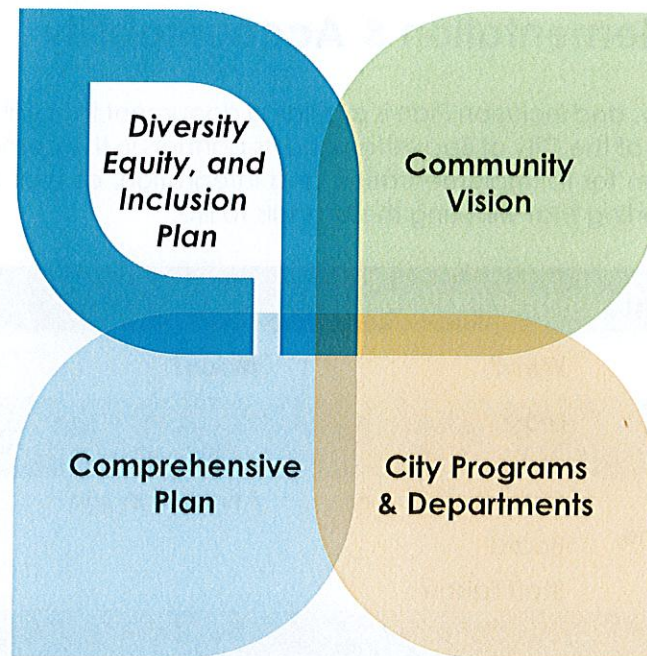
The *Diversity, Equity, and Inclusion Plan* is a guiding document that will help frame and direct the equity and inclusion work of the City of Beaverton and its partners in the coming years. What follows is a broad outline of the vision for its implementation and integration, as well as the accountability measures, tracking, and reporting that will bring these goals to life.

Next Steps for Implementation

What?	Who?	When?	Outcome
City adoption	Mayor & City Council	Jan. 2015	Resolution passed to adopt plan
Prioritization of action items for the upcoming year	Diversity Advisory Board Staff liaison	Annually in Jan.	Work planning, developing focus for the year
Phase I: Short term actions	City staff Staff liaison Diversity Advisory Board	Jan. 2015–ongoing	Short-term actions identified and in progress Foundation laid for long term actions Community partners identified, working relationship established
Readoption of plan	Mayor & City Council	Jan. 2016	Action plan with partners and timeline
Phase II: Long term actions	City staff Staff liaison Diversity Advisory Board	Ongoing	Long-term actions identified and in progress Collaboration with community partners on actions
Monitoring	Staff liaison Diversity Advisory Board	Ongoing	System in place to track progress
Evaluation	Staff liaison Diversity Advisory Board	Annually in Dec.	Answering: <i>Are we doing the right thing?</i> <i>Are we doing it the right way?</i> <i>Are there better ways?</i>

Integration

The *Diversity, Equity, and Inclusion Plan* does not stand alone. The plan is being actively integrated into other foundational city documents and processes to ensure that it will continue to move forward and build momentum. We're working closely with several other key city initiatives such as the Community Vision, revision of Comprehensive Plan's public involvement chapter, the city's sustainability program, and other city departments in their efforts to infuse equity into the work they do.



Accountability Measures

What?	Who?	When?	Outcome
Community engagement: newsletters, updates, website postings	Diversity Advisory Board Staff liaison Community	Ongoing	Community is regularly informed and updated on plan implementation
City Council report on overall progress	Diversity Advisory Board Staff liaison	Annually in Jan.	Official report to city leadership on progress
Community report on overall progress	Diversity Advisory Board Staff liaison Community	Annually in Jan.	Open community forum on progress
Comprehensive evaluation and renewal	Diversity Advisory Board Staff liaison	Once every 3 years	Ensure continued relevancy, incorporate new goals and actions

Community Feedback

This plan was carefully crafted over a year's time, with the hard work and input of many individuals. The Diversity Advisory Board created an initial draft that it took City Council for review in September, then posted the plan publicly and held over a dozen feedback sessions and meetings over the next two months to solicit input. Representatives of community-based organizations, agencies, businesses, city staff, volunteers, elected officials, diversity and equity practitioners, and other members of the public gave input during this feedback period. Their questions and comments were then used to strengthen and revise the draft into its current form.

